



# College ESLG

## **Review of the study program Management of Real Estate and Infrastructure (MA) from alumni perspective**

College ESLG conducted a program evaluation and distributed the program evaluation form to all master students' graduates in writing. The same evaluation form is also available in the Electronic Grading System but it is not mandatory. The College ESLG will make the program evaluation form mandatory to all graduates before and they must fill it immediately upon the login in Electronic Grading System

The survey is composed of five sections. Sections of the survey are as follows:

1. PREPARATION AND SUCCESS IN LABOR MARKET – composed of nine questions with Likert Scale from 1 to 5 (very dissatisfied to very satisfied);
2. ACQUIRED KNOWLEDGE AND SKILLS - composed of eleven questions with Likert Scale from 1 to 5 (very dissatisfied to very satisfied);
3. Written comments with three text boxes composed of which part of the program prepared you best for the career advancement, which part of the program prepared you the least for the labor market and what would you improve in the quality of the program to best cope with the career and labor market challenges in Kosovo and internationally;

The present study of alumni evaluation of the program shall focus on each section separately and draw recommendations for each of them, which will be further incorporated in the end in the strategic plan document of the study program. We run only descriptive statistics, and not the multiple regression because of smaller number of respondents to generalize about the effect of each of independent variables on the dependent variable.



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## PREPARATION FOR AND SUCCESS IN THE LABOR MARKET

For each section the descriptive statistics was run in order to superficially find out which of the aspects of preparation and success in the labor market influenced mostly the alumni satisfaction (those students that were subject to program evaluation). The descriptive statistics analysis was run in SPSS. The statistical analysis has been presented in Table 1.

**Table 1: Descriptive statistics for preparation and success in the labor market**

	Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	Variance	
Transition to the labor market	9	3	5	4.56	.726	.528	
Program prepared for labor market	9	4	5	4.78	.441	.194	
Progress in employment	9	4	5	4.89	.333	.111	
Progress in entrepreneurship	9	4	5	4.78	.441	.194	
Career advancement	9	4	5	4.56	.527	.278	
Salary and earnings increase	9	3	5	4.11	.601	.361	
Job and occupation satisfaction	9	3	5	4.56	.882	.778	
Contribution to society	9	4	5	4.78	.441	.194	
Achievement of business goals	9	4	5	4.78	.441	.194	
Valid N (listwise)	9						

Source: SPSS

From 58 respondents (existing graduates of the master program) who were sent an invitation to fill program evaluation forms only 9 responded effectively. Questions of the questionnaire were with Likert Scale 1(very dissatisfied), 2 (dissatisfied), 3(somewhat satisfied), 4 (satisfied) and 5 (very satisfied). From the responses, the present report finds out that all respondents are highly satisfied with the level that the program prepares them

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for labor market and the success they achieve in the labor market by each of the variables having the mean higher than 4.0 as described in Table 1. From all variables progress in employment has the highest mean of 4.89 with the standard deviation of 0.333, whereas the salary and earnings increase has the lowest mean of 4.11 but still higher than 4.0.

## ACQUIRED KNOWLEDGE AND SKILLS

The descriptive statistics for the alumnae satisfaction with the acquired knowledge and skills has been presented in Table 2.

**Table 2: Descriptive statistics for acquired knowledge and skills**

Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Write clearly and effectively	9	4	5	4.78	.441	.194
Work effectively as a team member	9	4	5	4.78	.441	.194
Acquire skills on your own	9	4	5	4.89	.333	.111
Communicate well orally	9	2	5	4.67	1.000	1.000
Be an effective leader	9	4	5	4.78	.441	.194
Be an innovator	9	4	5	4.78	.441	.194
Think analytically	9	4	5	4.89	.333	.111
Awareness for environment	9	4	5	4.56	.527	.278
Understand the process of scientific research	9	5	5	5.00	.000	.000
Function independently without supervisor	9	4	5	4.89	.333	.111
Identify moral and ethical issues	9	4	5	4.89	.333	.111
Valid N (listwise)	9					

From the descriptive statistics, one of the main skills gained in the view of alumnae is understanding the process of scientific research with the mean of 5.0 followed by acquire skills on your own, function independently without supervisor and think analytically all



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of which have the mean of 4.89. From all the variables awareness for environment has the lowest mean of 4.56.

## QUALITATIVE ANALYSIS BASED ON WRITTEN COMMENTS

The table of respondents with the written comments on best part of the program, the part of the program which least contributed to their success in the labor market and how would they improve the overall quality of the program to increase the success in the labor market has been presented in Table 3.

Table 3: Responses of students

Respondents	Best part of program contributing to career advancement	Least part contributing to career advancement	What would you improve in the overall quality of the program
R1	project management		add exercises in energy efficiency
R2	real estate appraisal		project work
R3	real estate appraisal, sustainable architecture, corporate finance		Research in comparative analysis between real estate markets in Kosovo and EU
R4	Research activities gave me a glimpse on how we can analyze the real life problems and find solutions to long term problems. Also research activities gave me more opportunities towards entering the labor market		Program should include more research activities based on issues humanity deals on daily basis. Through research we can prepare ourselves for a better career and all the challenges we face in the labor market. Also cooperating with local businesses, the youth can gain knowledge by working and studying at the same time. Thus, students can be prepared for the labor market in the future and also focus on international markets.

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R5	Energy buildings course	Sustainable urban design	Every course have a strong research component
R6	Real estate valuation		Field site visits and more case studies
R7	Diploma thesis research		
R8	Sustainable architecture		Professors should have a better English and some of the courses delivered in English
R9	No comment	No comment	No comment

From the qualitative analysis some of the issues are recurring in most of the responses of the students such as real estate appraisal and sustainability component part of the program either reflected in the course of energy buildings or sustainable architecture were the best part of the program which mostly helped them to have a success in the labor market.

The respondents think that adding more exercises, more research in each of the courses and more field visits are the components that should be strengthened further so students can have more success in the labor market.

## EVALUATION BY PROGRAM DIRECTOR AND RECOMMENDATIONS

The program director Assoc. Prof. Dr. Visar Hoxha after thorough examination of the findings from the alumnae program evaluation, reaches the following conclusions:

### PREPARATION FOR AND SUCCESS IN THE LABOR MARKET

Students have the satisfaction with the mean of greater than 4.0 with regards to preparation for and success in the labor market in all the fields, however they have the lowest satisfaction on salary and earnings increase.

Recommendation:

- Conduct a survey with the industry to see which are those skills that bring the highest earnings and salary increase in the construction and real estate sector and focus on developing those skills among students;

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## ACQUIRED KNOWLEDGE AND SKILLS

Students have the satisfaction with the mean of greater than 4.0 with regards to acquired knowledge and skills in all the fields, however they have the lowest satisfaction with the awareness for environment.

Recommendation:

- Add a sustainability component of the program also in other courses such as Economics of Real Estate, Entrepreneurship of Real Estate, Negotiation of Agreements and Execution of Innovative Projects in the Public and Private Sector and so forth;

## QUALITATIVE ANALYSIS BASED ON WRITTEN COMMENTS

From the qualitative analysis the recurring issues arise in most of the responses of respondents as best feature of the program that helped them most in the career and success in labor market:

- Real estate appraisal;
- Sustainability component;

From the qualitative analysis the recurring issues arise as the most relevant among students responses as what needs improvement in the program to help them better in coping with challenges of labor market locally and internationally are:

- More exercises;
- Increase site visits;
- More research;

## RECOMMENDATION

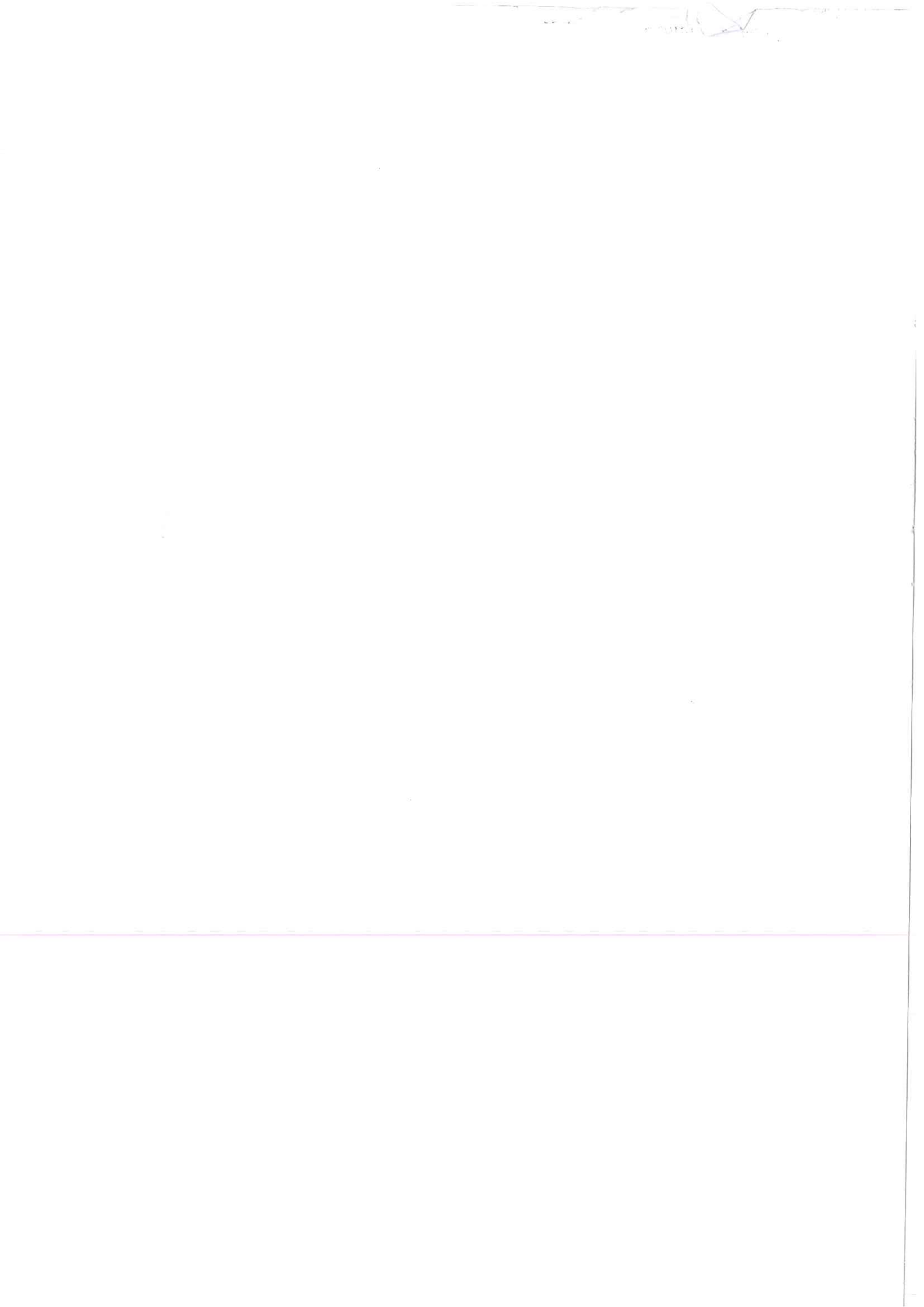
- Increase the number of exercises with mentors and tutors

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- Implement these memoranda of cooperation with more site visits and practical work of students with private sector companies;
- Include students more in staff's research and apply together for research grants;

Assoc. prof. Dr. Visar Hoxha, Program Director , 05.02.2020



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